

ADMINISTRATIVE INTERNAL USE ONLY

30 AUG 1982

MEMORANDUM FOR: Chief, Plans and Programs Staff/OL

FROM:

Chief, Procurement Management Staff/OL

SUBJECT: Office of Logistics Annual Planning Conference

1. While it looks as though the agenda is already heavy for the Planning Conference, it is suggested that we might look again at organizational concepts in rotations of officers. This review could include a look back at how the rotations of division chiefs and deputies has worked out. Has there been negative impact on operations, on the morale of the people involved, or in any way negatively impacted employees of the various units. We might also look at the change of SPG to procurement and the possibility of IDSB also moving to procurement. How should the relationship between Procurement and Supply Divisions be modified to enhance the increased level of activity in the procurement of ordnance and the management of proprietaries? Is this area already working as well as it possibly can? Should some of the elements of SMB move to Procurement Division?

2. A second subject might be the awarding of special consideration to Logistics employees. Currently, decisions on QSI's, key awards, etc., are recommended by division chiefs and are processed through the front office. They are approved or disapproved, and the awards are made to the employee pretty much in isolation from other divisions and from the Career Board. It has been observed that during the last year or two, there have been many more awards to certain groups of employees than others. This may be a result of a particular division chief and his supporting organization having more available time to think about such issues and make appropriate recommendations. It could also be that selected groups are more where the action is and are naturally in positions to be the beneficiaries of more such emoluments. I would propose that this whole program be looked at on an office-wide basis to ensure that there is equity and evenhandedness in these awards. Nothing can be more detrimental to the morale of an office than to realize that the personnel in a particular unit are working hard and performing well and receiving no special notice, while those in other units are also working hard and working well, but they receive special recognition.

3. A third subject might be consideration of how our women's program has gone in the last year; how we think it will go over the next year, and where we think we will be 5 years from now. has advised me that the brown-bag luncheon was a smash hit, with 35 people turned away for lack of space.

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4. A final area of concern is the new procedure which we have embarked on for conversion of clerical employees to professional status. The present language in the Personnel Handbook sets forth a procedure which allows an employee to apply for such conversion. The employee is then tested, his or her record is reviewed along with test results by the appropriate career service member, and a recommendation from the career service member, in coordination with C/P&TS, is forwarded to the D/L for approval. Is this the way we want to operate this program? Certain employees will make application, be tested, work their way through the process, and be entered into the officer track. While this does demonstrate a certain amount of aggressiveness and drive, other employees equally or perhaps more qualified may not make application thinking they have little chance for success. Should we test all of our nonprofessional employees and make our own evaluation as to who are best qualified for possible conversion?



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